

REC'D APR 17 2008

# REORGANIZATION PLAN SUBMITTAL SHEET

(Each municipality in a School Union must be indicated separately.)

School Administrative Units Included in <b>APPROVED</b> Notice of Intent	School Administrative Units Submitting Reorganization Plan
Dresden School Dept	Dresden School Dept
Richmond School Dept	Richmond School Dept
Monmouth School Dept	Monmouth School Dept
School Administrative District No. 16	School Administrative District No. 16

## Contact Information:

RPC Chair

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Kids-RSU

Date Plan Submitted: 3/28/08 and 4/16/08

Proposed RSU Operational Date: 7/1/09

<u>Ona DeBate Chairman</u>	<u>04-15-08</u>	<u>Richmond School Dept</u>
Signature/Title	Date	SAU
<u>Nancy Edrini R.</u>	<u>4/15/08</u>	<u>Richmond School Dept (Community Rep)</u>
Signature/Title	Date	SAU
<u>Vanessa C. Hagler</u>	<u>4/15/08</u>	<u>SAD 16</u>
Signature/Title	Date	SAU
<u>Jim Roth</u>	<u>4/15/08</u>	<u>DRESDEN</u>
Signature/Title	Date	SAU
<u>Michael P. Rogers vice chair</u>	<u>4/15/08</u>	<u>Monmouth School Board</u>
Signature/Title	Date	SAU
<u>David D. Apple</u>	<u>4/15/08</u>	<u>SAD 16 (Official Rep)</u>
Signature/Title	Date	SAU
<u>Sally G. Setchell</u>	<u>4/15/08</u>	<u>DRESDEN School Committee</u>
Signature/Title	Date	SAU
<u>Tim C. Howard</u>	<u>4/15/08</u>	<u>Monmouth School Board (Official Rep)</u>
Signature/Title	Date	SAU
DS <u>MICHAELA HOISEN</u>		<u>SAD 16 BOARD HALLOWEEN</u>
Signature/Title	Date	SAU
DS <u>CINDY McPHERSON</u>		<u>HALLOWEEN OFFICIAL-REP</u>
Signature/Title	Date	SAU
DS <u>DOUG AVERILL</u>		<u>HALLOWEEN COMMUNITY REP</u>
Signature/Title	Date	SAU
DS <u>JOHN ARMENTROUT</u>		<u>FARMINGDALE COMMUNITY REP</u>
Signature/Title	Date	SAU
DS <u>MARY GRASSON</u>		<u>DRESDEN COMMUNITY REP</u>
Signature/Title	Date	
DS <u>SETH GOODALL</u>		<u>Richmond Official Rep</u>
Signature/Title	Date	
DS <u>DOUG LUDWIG</u>		<u>Monmouth Official Rep</u>
Signature/Title	Date	
DS <u>Jim Goodall</u>		<u>Monmouth COMMUNITY REP</u>
Signature/Title	Date	
DS <u>MADINE BARNARD</u>		<u>FARMINGDALE OFFICIAL REP</u>
Signature/Title	Date	

# Reorganization Plan Cover Sheet

(Please attach Reorganization Plan as Exhibit A)

Required Elements							
Law Reference Item Number Sub- Chapter 2	Item	N/A	Complete	In Progress	Not Yet Started	Identified Barrier <sup>1</sup>	Need Assistance <sup>2</sup>
3.A(1)	SAUs included in RSU		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(2)	Size of governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Composition of governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Apportionment of governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(3)	Method of voting of the governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(4)	Composition of local school committees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Powers of local school committees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Duties of local school committees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(5)	Disposition of real & personal school property		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(6)	Disposition of existing school indebtedness (if not using provisions of section 1506)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disposition of lease-purchase obligations (if not using provisions of section 1506)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(7)	Assignment of school personnel contracts		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assignment of school collective bargaining agreements		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assignment of other school contractual obligations		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(8)	Disposition of existing school funds and existing financial obligations		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(9)	Transition plan that addresses the development of a budget for the first school year		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Transition plan that addresses interim personnel policies		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(10)	Documentation of the public meeting(s) held to prepare or review reorganization plan		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(11)	Explanation of how units that approve reorganization plan will proceed if one or more units do not approve the plan		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(12)	Estimate of cost savings to be achieved		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(13)	Such other matters as the governing bodies of the school administrative units in existence on the effective date of this chapter may determine to be necessary		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup> Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.

<sup>2</sup> Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.

Parameters for Plan Development							
Law Reference Item Number Sub-Chapter 2	Item	N/A	Complete	In Progress	Not Yet Started	Identified Barrier <sup>3</sup>	Need Assistance <sup>4</sup>
3.B(1)	Enrollment meets requirements (2,500 except where circumstances justify an exception <sup>5</sup> )		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sec. XXXX-36, Parameter B	When viewed in conjunction with surrounding proposed units, may not result in one or more municipalities being denied the option to join an RSU		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.B(2)	Comprehensive programming for all students grades K - 12.		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Includes at least one publicly supported high school		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.B(3)	Consistent with policies set forth in section 1451		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.B(4)	No displacement of teachers		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No displacement of students		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No closures of schools existing or operating during school year immediately preceding reorganization, except as permitted under section 1512		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sec. XXXX-26, Parameter F	The plan must address how the school administrative unit will reorganize administrative functions, duties and noninstructional personnel so that the projected expenditures of the reorganized school unit in fiscal year 2008-2009 for system administration, transportation, special education and facilities and maintenance will not have an adverse impact on the instructional program <sup>6</sup>		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborative Agreements							
						Yes	No
Does your plan currently include information/documentation on collaborative agreements? (not required, but encouraged)						<input type="checkbox"/>	<input checked="" type="checkbox"/>

### Exceptions to 2,500 minimum

Actual number of students for which the SAU is fiscally responsible: \_\_\_\_\_

Exception	Exception Claimed in Plan	Documentation Provided? (Please attach as Exhibit B)	
		Yes	No
Geography	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demographics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Economics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Population Density	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Unique Circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>3</sup> Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.

<sup>4</sup> Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.

<sup>5</sup> Please note in the *Exceptions to 2500 minimum* section on next page

<sup>6</sup> This requirement is only for those who plan to be operational as an RSU in fiscal year 2008-2009, in accordance with a Reorganization Plan that is approved by the Commissioner and by the voters.

**Explanation of Barriers –**

Please use this section to explain any/all barriers identified on the previous page as a barrier in completing your Reorganization Plan.

Law Reference/Required Element	Explanation of the barrier

**Assistance Needs –**

Please use this section to describe your needs for assistance and from whom you need assistance.

Law Reference/Required Element	Explanation of your assistance need	Assistance needed from whom?

**Plan to Reorganize  
the Richmond, Dresden, Monmouth  
School Departments  
and MSAD #16 into  
the Kennebec Intra-District Schools**

March 28, 2008

Submitted to the Commissioner of Education  
for the State of Maine by:  
The Richmond, Dresden and Monmouth School Departments  
and Maine School Administrative District #16

**Plan to Reorganize the  
Richmond, Dresden and Monmouth School Departments  
and MSAD #16  
into the Kennebec Intra-District Schools**

This Plan proposes the reorganization of the Richmond, Dresden and Monmouth School Departments and Maine School Administrative District ("MSAD") #16 (also collectively referred to as "SAUs") into a single Regional School Unit ("RSU"), entitled the Kennebec Intra-District Schools (KIDS).

The Plan has been prepared by the Richmond, Dresden, Monmouth, Hallowell and Farmingdale Reorganization Planning Committee, and is submitted by the Richmond, Dresden and Monmouth School Departments and MSAD #16 to the State Commissioner of Education for approval before being brought to a vote by referendum.

**The Members of the Richmond/Dresden/Monmouth/MSAD #16 Reorganization Planning Committee are:**

Committee Chair O'Neil LaPlante (School Committee, Richmond);  
Committee Vice-Chair Mike Rogers (School Committee, Monmouth);

John Armentrout (Community Member, Town of Farmingdale);  
Tom Austin (MSAD #16 Board of Directors);  
Doug Averill (Community Member, City of Hallowell);  
Nadine Barnard (Official, Town of Farmingdale);  
Gary Getchell (Dresden School Committee/Alt)  
Mary Gleason (Community Member, Town of Dresden);  
Seth Goodall (Official, Town of Richmond);  
James Grandahl (Community Member, Town of Monmouth);  
Nancy Jodoin (Community Member, Town of Richmond);  
Michaela Loisel (Chair, MSAD #16 Board of Directors);  
Doug Ludewig (Official, Town of Monmouth);  
Cindy McPherson (Official, City of Hallowell);  
Sherry Moody (Dresden School Committee);  
John Ottum (Official, Town of Dresden);  
Bill Mathews (Alt)  
Tracey Woodman (Alt)  
Dan Shagoury (Alt)  
David Lyal (Alt)  
Leighton Carver (Alt)  
Doug Beck (Alt)  
Rich Howard (Alt)  
Linda Leet (Alt)

Superintendent Martha Witham (Richmond School Department), non-voting Member;  
Superintendent Rick Cote (Dresden School Department), non-voting Member;  
Superintendent Leon Duff (Monmouth School Department), non-voting Member;  
Superintendent Donald Siviski (MSAD #16), non-voting Member;

**Contact Information:** O'Neil LaPlante  
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Donald Siviski  
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Tel. no. 622-6351  
dsiviski@halldale.org

**Date Submitted by the Richmond, Dresden, Monmouth School Departments and MSAD #16:**

December 1, 2007 (Work-in-Progress Plan)  
March 28, 2008 (Final Plan)

Name of the Regional School Unit ("RSU")

Kennebec Intra-District Schools

Proposed RSU "Operational" Date:  
July 1, 2009

**1.A. The Units of School Administration in the KIDS**

The proposed regional school unit, the KIDS, includes the following current school administrative units:

- A. Richmond, Dresden, Monmouth School Departments, municipal school units;
- B. Maine School Administrative District #16, with the member municipalities of Hallowell and Farmingdale.

**1.B. Statement of Intent of the KIDS**

This Plan to reorganize the Richmond, Dresden and Monmouth School Departments and MSAD #16 into the KIDS is intended to comply with state statutory requirements to reduce school administrative costs. It is also intended to serve as a means for deeper, broader and more creative educational opportunities for the students of Richmond, Dresden, Monmouth, Hallowell and Farmingdale. Further, it is intended to provide for equity and fairness for its member municipalities.

**1.C. Mission Statement for the KIDS**

The mission of the KIDS is to reenergize community commitment to education and enhance educational programs by marshaling resources wisely, creatively, equitably and cost-effectively. The KIDS will strive to:



- bring out the best in each student's intellectual, ethical, creative and physical development;
- provide talented and dedicated faculty and encourage parent and community involvement, as fundamental to each student's success;
- provide proper facilities for academics, athletics and the arts;
- ensure a safe and respectful environment where all feel a sense of belonging;
- value the diversity of belief and experience that each student brings, and
- promote in each student, personal integrity, intellectual vitality, good citizenship, discipline and respect for themselves and others.

#### **1.D. Potential Educational Program Enhancements from Reorganization into the KIDS**

Consistent with the goal of achieving long term cost savings from school district reorganization, the Plan recommends that the KIDS Board consider implementing educational program enhancement measures that can be achieved from the District's greater collective resources, economies of scale and larger student body. Members of the Reorganization Planning Committee, teachers, parents, community members, administrators and students have recommended the following "wish list" educational program enhancement measures for consideration by the new RSU Board. In listing these suggestions, the Reorganization Planning Committee takes no position as to whether they should be implemented.

#### **Quality of Education**

- Develop a Curriculum/Professional Development Coordinator with district curriculum leaders and principals at each building to provide effective and results based school improvement programs
- Professional Learning Community amongst all staff; In-service programming for Teachers, Ed Tech's, Drivers, Custodians, Nurses, Special Ed, Coaches, Administrators and Central Office (etc) as well as same job mentoring
- Unified calendar and schedules in order to share staff and/or televise or video transmit courses or guest presenters
- Alignment of Maine Learning Results i.e. curriculum mapping and analysis of student learning as well as NWEA assessments and local writing/math etc prompts
- Student progress and Standards based rubrics/reporting procedures
- In-class training for technology integration and subject application
- Video communications between staff and building sites
- Early college dual enrollments, alternative education programming, drop-out prevention
- Adult Education program amongst participating towns and alternative credit options for some students
- ATM course and Advanced Placement staff and course offerings
- Shared "targeted need" subjects and hard to find subject teachers (World Languages, Calculus, Physics, etc)
- Response to DOE Chapter 125 and 127 revisions and expectations
- On-site graduate program via university out-reach
- Collaborate with local colleges and community colleges for program enhancement
- Ability to transfer within district to reduce reductions in force
- Potential to experience other school/communities
- Share and streamline special education services
- Share visiting artists/art enrichments/theater venues etc.

- Maintain neighborhood schools
- Create “magnet” centers for programs requiring special equipment
- Develop an International Baccalaureate program

### **Quality of Facilities**

- A centralized Director of Building and Grounds with head custodians at each site
- Codes would be updated, regulations documented maintenance schedules followed and immediacy of response realized.
- Securing and retaining trades expertise: electricians, plumbers, boiler specialist, roof services, paving and sports field vendors
- Applications for renovations and new construction processed with engineering studies to support positions and request
- Safe and secure and healthy buildings would become available to all students and staff
- Efficient use/management of energy with modern technology/equipment integrated to a central site for remote management
- District training for employees with similar job descriptions
- Standardization of maintenance processes
- Health and Safety Compliance and record keeping
- Increased purchasing power and central warehousing as well as contracted services

### **Quality of Technology**

- A Director of Communications and Technology with head tech’s at each site
- Immediacy of response to staff and student needs and comprehensive long range planning
- Business software oversight as well as remote access to all sites
- A uniform Student information system that tracks and transfers files electronically tracks K-12 student history with student and parent portal
- Standardized web site management in a CMS and response to communications
- Centralized MSLN connection management console
- Telephone efficiency over VoIP between schools at no charge
- Instructional integration of technology for lessons and simulations, district subscriptions to interactive sites for improved teaching and learning
- Single computer repair center, student operated repair site, training staff
- Single managed web-based help desk software for trouble ticket tracking and project management
- Single managed physical health database software
- Remotely managed servers and mission critical systems
- Teacher collaboration through centrally managed iChat accounts
- Standardization of client computer and software systems to streamline faculty training
- Smartphones for administrators integrated with systems such as VoIP, SIS and email
- Comprehensive technology plan based on ISTE NETS with standards for students and teachers/administrators
- Video conferencing between teachers, schools and curriculum teams
- Centrally managed contract and outsourcing management

### **Quality of Food Services**

- Centralized director of Food Services and head cooks or site based managers
- Uniform bulk purchase and participation in regional coop and surplus foods use/purchase
- Improved nutritional offerings/options, larger serving of milk, whole wheat, fruits etc.
- Wellness initiatives throughout the RSU (Maine-made products, sugar-out, 5210 etc.)
- Students accounts managed with software programs and bar code/password accounts
- District menu planning and posting

### **Quality of Transportation Services**

- Centralized Director of Transportation for district supplied and vendor based services with site coordinators
- Shared services and resources during break-downs or wait-time for repairs
- Repair and/or maintenance center
- Use of routing software for efficiency of routes
- Shared fuel depots around the district; swipe card access, shared drivers
- Bulk purchase of consumables such as fuel and tires etc. as well as cameras, radios and GPS tracking devices
- Shared vocational transportation and special ed transport to out-of-district
- Sports and club transportation coordination, field trips and out-of-state trips

### **Potential Opportunities for Students**

#### **Overview: K- Grade 12:**

"Customer" size (i.e., UMA courses and relationships)  
More modern and classical language options (student choice)  
International Baccalaureate (IB) program opportunities  
HS specialized focus and choice - academics  
Alternative programming vs. out of district  
Special education/accelerated education and programming  
Shared services for small populations of students - staff vs. consultants  
Opportunities for pre-K student programs  
Summer academy - support, enrichment  
Community resources/5 towns  
Service learning opportunities  
Common calendar

#### **K - Grade 5:**

Assistance with kindergarten and foreign language programs  
Changing grade configurations  
Special education programming  
More choice for students

#### **Grade 6 - Grade 8:**

Unique strengths at each school shared with other schools  
Unique opportunities afforded by physical spaces  
Common classes (singletons)  
After school/evening programs  
Modern language offerings

**Grade 9 - Grade 12:**

IB Program

AP offerings

Foreign languages extended resources: Latin, Japanese, Russian, ASL, etc.

Theater opportunities

PE/Wellness offerings

Internships/learning outside school

Early College/Dual Credit option

ATM or other distance learning facilities

Academy model with academic focus

Student summer support

**Special Education:**

Day treatment for students with mental health issues

Assessment teams (psychiatric, OT, PT, speech, etc.)

Vocational programming opportunities

Behavior management - social work services

After school social opportunities for life skills students

Summer programming

**Potential Opportunities for Staff****Overview: K-Grade 12:**

"Customer" size (i.e., USM/UMA/UMF relationships)

Professional development focus and support

Curriculum and data comparisons

Staff placements to support professional learning/internal sabbaticals

Allied arts teams expanded

Principals have increased support

Content area teams increase - better thinking

Graduate courses

Wellness programs

Induction: recruiting/retention initiatives

Innovative compensation packages/contracts (benefits)

Common calendar

**K - Grade 5:**

More professional development choices for staff

Increase our expertise/knowledge

Teacher options - looping, teaming, science specialization

Specialists have job-like peers to collaborate with

Response to Intervention (RTI) strategies

**Grade 6 - Grade 8:**

Shared and collaborative professional development opportunities (MS specific)

Co-planning professional development

Using teacher/staff strengths (i.e., literacy, math)

Peer observation/coaching

Leadership collaboration (administrative support network)

Common issues that are MS specific

Best practices within each building

**Grade 6 - Grade 8 (cont.):**

Shared staff

Best of mission/vision

**Grade 9 - Grade 12:**

Combined professional development opportunities (literacy, writing across the curriculum, IB or AP training, college course on site, summer planning retreat)

Sharing best practices with colleagues (early release or in service, professional learning communities)

Meaningful administrative collegiality and support

**Special Education:**

Assessment teams (psychiatric, OT, PT, speech, etc.)

Staffing flexibility

Training opportunities

Sharing of expertise

## 2. The Size, Composition and Apportionment of the Governing Body

The KIDS Board shall be composed of 12 Members: 3 Richmond residents, 2 Dresden residents, 3 Monmouth residents, 2 Hallowell residents and 2 Farmingdale residents. Each Board Member shall serve a 3-year term, except that the initial terms of the members of the first RSU Board shall be staggered as provided by Title 20-A M.R.S.A. § XXXX-40 below:

### INITIAL STAGGERED BOARD OF DIRECTORS TERMS

TOWN	# REPS	June 2009	June 2010	June 2011	June 2012	June 2013	June 2014	June 2015	June 2016
Dresden	2	3			3			3	
		1	3			3			3
Farmingdale	2	1	3			3			3
		2		3			3		
Hallowell	2	2		3			3		
		3			3			3	
Monmouth	3	1	3			3			3
		2		3			3		
		3			3			3	
Richmond	3	1	3			3			3
		2		3			3		
		3			3			3	

\*The initial terms will last 1½ years, 2½ years, and 3½ years since members of the RSU Board of Directors will begin their work in January 2009 after a November 2008 election. The six months period between January 2009 and July 2009 will be a transition period where existing School Committees/Boards of Directors will be completing their duties and the RSU Board of Directors will be beginning their responsibilities.

Note: The only time there will be candidates running for 1½, 2½, and 3½ years terms will be during the initial twelve-member election. Thereafter, all terms will be for a three-year duration. No one election year will see more than four of the twelve seats open nor will any town/city have more than one contested seat.

### **3. The Method of Voting of the Governing Body**

Each municipality in the KIDS shall elect the number of its residents to serve on the Board as shown in the Table below to meet the one person/one vote requirement of Maine's Constitution, and the statutory deviation tolerance of +/- 2%, the Board Members' votes shall be weighted as follows.

<b>Appointment Plan: 12 Member – KIDS: Kennebec Intra-District Schools</b>							
Method "D" Weighted Voting – that is in compliance of the "one man – one vote principle"							
<b>Municipality</b>	<b>2006 Est.* Census</b>	<b>% of Population</b>	<b>Total Votes</b>	<b># of Directors</b>	<b># of Votes per Director</b>	<b>% of Voting Power per Director</b>	<b>Total Votes by Municipality</b>
Dresden	1709	11.9%	1,709	2	855	5.9%	1,710
Farmingdale	2885	20.1%	2,885	2	1,443	10.0%	2,886
Hallowell	2510	17.5%	2,510	2	1,255	8.7%	2,510
Monmouth	3851	26.8%	3,851	3	1,284	8.9%	3,852
Richmond	3421	23.8%	3,421	3	1,140	7.9%	3,420
<b>TOTAL</b>	<b>14,376</b>	<b>100.0%</b>	<b>14,376</b>	<b>12</b>			<b>14,378</b>

\*State Planning Office 2006 [www.maine.gov/spo/economics/docs/census/mcdpop2000\\_06.xls](http://www.maine.gov/spo/economics/docs/census/mcdpop2000_06.xls)

### **4. The Composition, Powers and Duties of any Local School Committee to be created**

No local school committee shall be created by the KIDS. The Richmond, Dresden, Monmouth School Departments and MSAD #16 School Boards shall continue with the management and control of the public schools and programs until the KIDS becomes operational on July 1, 2009.

### **5. The Disposition of Real and Personal School Property**

A. Real Property and Fixtures Except as listed in **Exhibit 5-A**, all real property interests, including without limitation land, buildings, other improvements to realty, easements, option rights, first refusal rights, and purchase rights, and all fixtures, of the Richmond, Dresden, Monmouth School Departments and MSAD # 16 shall be conveyed to the KIDS. The RSU Board may require such deeds, assignments or other instruments of transfer as in its judgment is necessary to establish the District's right, title and interest in such real property and fixtures.

The real property interests and associated fixtures that shall not be transferred are listed in **Exhibit 5-A**. All real property and fixtures not listed in **Exhibit 5-A** shall be transferred to the KIDS District. The disposition of the non-transferred property, if any, shall become the property of the municipality in which it is located, unless otherwise specified in this Plan.

Except as listed below, all real property interest, including land acreage of existing school sites as agreed by towns and SAU school boards, buildings, other improvements to realty, easements, option rights, first refusal rights, and purchase rights, and all fixtures, of school administrative units shall be property of the region. The regional school unit board may require such deeds, assignments or other instruments of transfer as in its judgment is necessary to establish the region's right, title and interest in such real property and fixtures.

B. Personal Property All other tangible and intangible school personal property, including movable equipment, furnishings, textbooks and other curriculum materials, supplies, inventories software, leases, licenses, rights of use and records shall become property of the KIDS as successor of the Richmond, Dresden, Monmouth School Departments and MSAD #16, except as listed in **Exhibit 5-B**.

The KIDS Board may require such assignments, bills of sale or other instruments of transfer as in its judgment is necessary to establish the District's right, title and interest in such personal property.

C. Agreements to Share or to Jointly Own Property In cases where real or personal school property is shared or is jointly used by an SAU with a municipality or other party, the KIDS shall be the successor in interest to the SAU, unless that shared or jointly used property has been excepted in the above list of excepted real property or, as applicable, the above list of excepted personal property.

## **6. The Disposition of Existing School Indebtedness and Lease-purchase Obligations if the Parties Elect Not to Use the Provisions of Section 1506 Regarding the Disposition of Debt Obligations**

A. Bonds, Notes and Lease Purchase Agreements that the District Will Assume The KIDS shall assume liability to pay the bonds, notes and lease purchase agreements as specified in **Exhibit 6-A** except for the local only Team Hall-Dale/SAD 16 debt.

Additionally, other bonds, notes and lease purchase agreements issued by an SAU before the operative date of the KIDS shall be assumed by the District, provided the SAU issued the bond, note or lease purchase agreement in the normal course of its management of the schools for an essential purpose to replace its existing facilities and existing items of equipment that are not longer serviceable or to keep them in normal operating condition.

B. Bonds, Notes and Lease Purchase Agreements that the KIDS Will Not Assume Pursuant to 20-A M.R.S.A. § 1506(4), the KIDS does not assume the bonds, notes and lease purchase agreements specified in **Exhibit 6B**, which shall continue to be paid by the original members of the SAU indicated, and the KIDS shall serve as fiscal agent for the SAU for that purpose.

C. New Capital Project Debt that the KIDS Will Issue and Assume If the voters or other applicable legislative body of an SAU has authorized the issuance of bonds for a school construction or a minor capital project, but the SAU has not issued all of the authorized permanent bonds for that project, the KIDS Board shall issue bonds or notes to finance the completion of that project and to refund any temporary notes that the SAU issued for that project, as required by 20-A M.R.S.A. § 1506(5). With respect to such new project debt, the District shall assume liability to pay the bonds, notes and lease purchase agreements listed in **Exhibit 6-C**.

D. New Capital Project Debt that the KIDS Will Issue But Will Not Assume If the voters or other applicable legislative body of an SAU has authorized the issuance of bonds for a school construction or a minor capital project, but the SAU has not issued all of the authorized permanent bonds for that project, the KIDS Board shall issue bonds or notes to finance the completion of that project and to refund any temporary notes that the SAD issued for that project, as required by 20-A M.R.S.A. § 1506(5). With respect to such new project debt, the District will not assume liability to pay the bonds, notes and lease purchase agreements listed in **Exhibit 6-D**.

E. Defaulted Debt is Excluded from Being Assumed Notwithstanding anything in this Plan to the contrary, except where legally required to do so, the KIDS will not assume any bond, note or lease purchase agreement as to which the SAU is in breach or has defaulted.



F. Other Debt Not Assumed Except as provided in this section of the Plan, the KIDS will not assume liability for any bonds, notes or lease purchase agreements issued by an SAU prior to the operative date of the District.

## **7. The Assignment of School Personnel Contracts, School Collective Bargaining Agreements and Other School Contractual Obligations**

A. School Personnel Contracts A list of all written individual employment contracts to which each of the existing Monmouth, Dresden, Richmond School Departments and MSAD #16 is a party is attached as **Exhibit 7-A.1**. Pursuant to Section XXXX-43(5) of Title 20-A M.R.S.A., individuals on the list who are employed on the day before the operational date shall become employed by the KIDS as of the operational date, and their contracts shall be assumed by the District on the operational date. This provision does not prevent the existing Richmond, Dresden, Monmouth School Departments and MSAD #16 from terminating or non-renewing the contracts of employees in accordance with applicable law before the operational date of the District. The list shall be updated and made final no later than the day before the operational date of the District.

A list of all employees of the existing Richmond, Dresden, Monmouth School Departments and MSAD #16 who do not have written individual employment contracts is attached as **Exhibit 7-A.2**. Pursuant to Section XXXX-43(5), individuals on the list who are employed on the day before the operational date shall become employed by the KIDS as of its operational date. This provision does not prevent the existing Monmouth, Dresden, Richmond School Departments and MSAD #16 from terminating employment of the employees in accordance with applicable law before the District's operational date. The list shall be updated and made final no later than the day before the operational date of the District.

The duties and assignments of all employees transferred to the KIDS shall be determined by the Superintendent of the District or his/her designee.

B. School Collective Bargaining Agreements The collective bargaining agreements listed in **Exhibit 7-B**, as to which the Richmond, Dresden, Monmouth School Departments and MSAD #16 are a party, shall be assumed by the KIDS as of its operational date. All of the employer's rights and responsibilities with respect to collective bargaining shall be fully assumed by the District as of the District's operational date.

C. Other School Contractual Obligations With the exception of audit contracts, the KIDS shall accept all new and existing service contracts of the Richmond, Dresden, Monmouth School Departments and MSAD #16 up to 6/30/2010 and in effect at the official start of the RSU. Audit contracts for the FY09 school year should be encumbered by the original district, and the existing audit contract will be terminated on June 30, 2009.

## **8. The Disposition of Existing School Funds and Existing Financial Obligations, Including Undesignated Fund Balances, Trust Funds, Reserve Funds and Other Funds Appropriated for School Purposes**

A. Existing Financial Obligations Pursuant to Section XXXX-36(5) of Title 20-A M.R.S.A., the disposition of existing financial obligations is governed by this Plan.

Existing financial obligations shall include the following:

- (i) all accounts payable;

- (ii) to the extent not included as accounts payable, any financial obligations which under generally accepted accounting principles would be considered expenses of the Richmond, Dresden, Monmouth School Departments and MSAD #16 for any year prior to the year the KIDS becomes operational, whether or not such expenses were budgeted by the SAU in the year the obligations were incurred; and
- (iii) all other liabilities arising under generally accepted accounting principles that can be reasonably estimated and are probable.

Each SAU shall satisfy its existing financial obligations from all legally available funds. If a SAU has not satisfied all of its existing financial obligations, the SAU shall transfer sufficient funds to the KIDS to satisfy its remaining existing financial obligations, and the District Board shall be authorized to satisfy those existing financial obligations on behalf of the SAU. If the SAU does not transfer to the District sufficient funds to satisfy its existing financial obligations, then to the extent permitted by law, the District Board may satisfy those obligations from balances that the SAU transfers to the District. If the available balances transferred are insufficient to satisfy the SAU's existing financial obligations, or are not legally available for that purpose, the District Board may take any action permitted by law so that all of the municipalities of the District are treated equitably with respect to the unsatisfied existing financial obligations of an SAU. For example, to the extent permitted by law, the KIDS Board may satisfy the unpaid existing financial obligations of an SAU in the same manner and with the same authority as for unassumed debt under the provisions of 20-A M.R.S.A. § 1506(4).

Additionally, to the extent permitted by law, if in the judgment of the KIDS Board it must raise funds from all its members to satisfy existing financial obligations of a SAU, the District Board also shall be authorized to raise additional amounts for the purpose of making equitable distributions (which may be made in the form of credits against assessed local shares of the District's approved budget) to those District members that would otherwise bear costs attributable to unsatisfied existing financial obligations of a SAU for which they had no financial responsibility. The intent of the preceding sentence is that financial responsibility for unsatisfied existing financial obligations of a SAU be borne by its members and not by the other members of the District. Salaries and benefits payable after June 30, 2009 excluding summer salaries shall be the responsibility of KIDS. Richmond, Dresden, Monmouth and SAD 16 shall be responsible for paying in full all salaries and other compensation owed to employees for work performed during the 2008-09 school year, including salary and compensation payable after June 30, 2009.

B. Remaining Balances The balance remaining in SAU school accounts after satisfying existing financial obligations in accordance with this Plan shall be paid to the treasurer of the KIDS, verified by audit and used to reduce that SAU's contribution as provided by Section XXXX-43(4), except as otherwise provided in this Plan. Unless the Legislature otherwise provides, in the case of MSAD #16, the MSAD #16 Board shall specify in writing to the KIDS Board how the District shall allocate transferred remaining balances between MSAD #16's members, Farmingdale and Hallowell. Unless the Legislature otherwise provides, if MSAD #16 has not specified in writing to the KIDS Board how this allocation shall occur, then the transferred remaining balances shall be credited to Farmingdale and Hallowell in proportion to their respective shares of that portion of the total local costs of the District allocable to MSAD #16's members for the operational year.

Transfers of remaining balances may occur within the period specified by Section XXXX-43(4), or, as may be preferable in the case of MSAD #16, at any time before it has closed its accounts and ceased normal operations.

C. Reserve Funds Richmond, Dresden, Monmouth School Departments and MSAD #16 shall transfer remaining balances of reserve funds to the KIDS, except as otherwise specified in this Plan. Unless otherwise provided by applicable law, a transferred reserve fund shall be used in accordance with its original purpose to benefit a school or schools of the SAU. Transferred reserve funds shall be subject to Title 20-A M.R.S.A. § 1491, except that the transfer of funds in a reserve fund or a change in purpose of the fund may only occur in such manner that the funds continue to benefit the members of the SAU that transferred that reserve fund to the District.

D. Scholarship Funds Richmond, Dresden, Monmouth School Departments and MSAD #16 shall transfer remaining balances of scholarship funds to the KIDS. Scholarships shall be limited to the original pool of potential recipients, and distributed in the manner as to which they were intended, unless otherwise provided by the donor or by applicable law.

E. Trust Funds Richmond, Dresden, Monmouth School Departments and MSAD #16 shall transfer trust funds to the KIDS. The District Board shall be deemed the successor trustee for all purposes, except as provided by the trust or by applicable law.

F. Ownership of Funds and Accounts. All of the school accounts and funds of the SAUs shall become the property of KIDS on the operational date, and the treasurer of the KIDS shall have the authority of those accounts.

## **9. A Transition Plan and Timetable for the KIDS**

A. The Plan's Guiding Principle to Minimize Disruption during School District Reorganization: Creation of a pre-reorganization Transition Committee.

A guiding principle of the Plan is to ensure that the reorganization of the Richmond, Dresden, Monmouth School Departments and MSAD #16 into the KIDS minimizes as much as possible any disruption to the schools' educational programs.

The KIDS will establish a Transition Team of fifteen members to continue detailed work on the Reorganization Plan that would be comprised of the same Regional Planning Committee members who wish to continue with all open positions being filled by representative groups (Community, Local Government, School Boards).

The Transition Team would officially begin its work after the DOE approval of the Reorganization Plan is obtained on or about May 1<sup>st</sup>. The Regional Planning Committee would officially be dissolved upon successful referendum results.

The estimated cost savings / additional cost analysis will be referred to the Transition Team.

The reorganization of administration, transportation, buildings & maintenance, and the current collaborative efforts in Special Education be referred to the Transition Team.

- In accord with Section 12, undertake a methodical and detailed analysis to project transition costs and long-term savings from reorganization, and how such savings will be achieved. The analysis is to be completed in time for review by voters prior to the June, 2008 Plan referendum, and should include a comparison of projected tax impacts with school reorganization to projected tax impacts without school reorganization;
- Participate in the SAU Boards' preparation of their respective budgets for fiscal year 2008-2009, and propose that provision be made in the SAU budgets for funding transition costs in FY 2008-

2009 to support the work of the RSU Board until it is operational in FY 2009-2010, to be paid by the member municipalities in proportion to their populations as specified in section 9-C;

- Provide information to the voters of Richmond, Dresden, Monmouth, Farmingdale and Hallowell regarding the Plan; and,
- Complete such other pre-reorganization tasks as may be appropriate.

The RSU Transition Committee shall be dissolved on or before the initial convening of the transitioning KIDS Board.

## **B. Reorganization Timetable**

The timetable for adoption and implementation of the reorganization Plan is as follows:

- **December 1, 2007:** Submit work-in-progress reorganization Plan to form the KIDS to the Commissioner of Education for provisional approval by the Commissioner by December 15, 2007;
- **March 28, 2008:** Submit final reorganization Plan to form the KIDS;
- **May 1, 2008:** The Richmond, Dresden, Monmouth and MSAD #16 school departments and communities affirm/appoint members of the RSU Transition Committee;
- **June 10, 2008:** The Reorganization Plan to form the KIDS is submitted by referendum to the voters of MSAD #16 and Richmond, Dresden and Monmouth. The Reorganization Planning Committee shall be dissolved upon a successful vote to form the new RSU;
- **November 4, 2008:** The RSU Board members are elected;
- **Spring 2009:** RSU Board hires a superintendent, consolidates policies and procedures, develops an RSU Budget for FY 2009-2010;
- **Spring 2009:** Referendum Validation Process for the RSU Budget, FY 2009-2010;
- **July 1, 2009:** The RSU is operational.

## **C. Transition Plan for the RSU, from FY 2008-2009 to FY 2009-2010**

The KIDS Board of Directors shall establish interim rules of procedure and shall elect interim officers who shall serve until officers are elected at a meeting following the operational date of the District.

The RSU Board shall select a Superintendent of Schools in accordance with Section 1051 of Title 20-A. During the interim period, the salary, office and other expenses of the Superintendent, as well as the cost of the RSU Board, including insurance, shall be allocated to the SAUs as provided below.

The RSU Board shall propose and approve a recommended budget in accordance with 20-A M.R.S.A. § 1482 for the first operational year for submission to the voters of the District. The budget format, approval procedures and assessments for the District's first operational year budget shall be in accordance with 20-A M.R.S.A. §§ 1482-1489. The RSU Board shall have all necessary authority for those purposes. This shall be considered the first year of use of the budget validation referendum process for purposes of determining the continued use of the budget validation referendum process every three years pursuant to Section 1486(1).

The RSU Board shall be authorized to take all other actions and shall have all other authority provided under State law to prepare for the RSU to become operational on July 1 of the first operational year, including the authority to open and maintain accounts, to incur expenses not to exceed \$15/student to be allocated among the RSUs' member SAUs in accordance with their [most recent April and October resident pupil count] and to file applications for school construction projects and revolving renovation fund loans and other available funding.

#### **D. Transition Plan for Personnel and Other Policies**

All personnel and other policies existing in the previous Richmond, Dresden, Monmouth School Departments and MSAD #16 shall continue to apply (and with the personnel policies, to the same employment positions) after they become part of the KIDS until such time as the RSU Board and Superintendent develop and adopt District-wide policies in accordance with applicable law, for application after the District's operational date.

#### **E. General Authority of the RSU Board to Implement the Plan**

The KIDS Board shall be authorized to take all other actions and shall have all other authority provided under State law to implement fully the Reorganization Plan, including the authority to open and maintain accounts, to incur expenses in accordance with the approved budget to be allocated among the member municipalities in accordance with the provisions of Section 13-B.1, and to file applications for school construction projects and revolving renovation fund loans and other available funding.

#### **10. Documentation of Public Hearings**

The following public hearings were held by the Reorganization Planning Committee regarding the reorganization Plan, as is documented below:

Date of Public Hearing	Time	Location
November 14, 2007	7:00 p.m.	Monmouth Academy, Monmouth
January 16, 2008	7:00 p.m.	Dresden Elementary School, Dresden
March 12, 2008	7:00 p.m.	Richmond High School, Richmond
April 9, 2008	7:00 p.m.	Hall-Dale High School, Farmingdale and Hallowell

#### **11. Explanation of how Units that Approve the Reorganization Plan will Proceed if One or More of the Proposed Members of the KIDS Fail to Approve the Plan**

If one or more of the proposed members of the region fail to approve the plan, the SAUs that approve the plan shall proceed as follows:

If despite rejection by either Hallowell or Farmingdale, the plan is approved by each of the applicable school administrative units including a majority of the voters in SAD No. 16 pursuant to Section XXXX-36(9), the plan is approved for all proposed members of the region in accordance with Section XXXX-36(9).

If the plan is rejected by one or more SAUs, but is accepted by SAUs representing at least 51% of the average number of resident pupils within all of the SAUs in the proposed region, as measured by the average of the most recent April and October resident pupil

counts; and by SAUs representing at least 51% of the aggregate fiscal capacity of the SAUs in the proposed region, then in such case the membership of the regional school unit shall include those SAUs that approved the plan; except that the Commissioner may determine the necessity for reapportionment pursuant to 20-A M.R.S.A. §1475.

## **12. An Estimate of the Cost Savings to be Achieved by the Formation of a KIDS and How these Savings will be Achieved**

The Reorganization Planning Committee does not include with the Plan an estimate of cost savings to be achieved by formation of the KIDS such as will not have an adverse impact on the educational program. The March 28, 2008 deadline for submitting the Plan did not provide the Committee sufficient time to complete reliably such a complex analysis of projected transition costs and long-term savings. The attached Exhibit 12 consists instead of specific impact projections and methodologies intended to serve as a guide for the Committee's successor, the RSU Transition Committee (see Section 9), to undertake a methodical and detailed analysis to project such transition costs and long-term savings, and how such savings will be achieved. The RSU Transition Committee's analysis is to be completed in time for review by voters prior to the June, 2008 Plan referendum, and should include a comparison of projected tax impacts with school reorganization to projected tax impacts without school reorganization.

Without providing numeric projections, the Reorganization Planning Committee anticipates that the start-up costs of forming the KIDS, including the cost of financial audits, legal services and systems reconciliation, will offset any initial cost savings. The Committee also anticipates that the economies of scale of a larger school district will result in long-term cost savings after year 3.

We estimate that the formation of the regional school unit will result in the following cost savings during the first three years of operation as yet to be determined:

### **Year One 2009-2010**

It is the opinion of the RPC that any savings realized from the elimination of redundant services or duplicate personnel will be needed for additional startup cost and engineering studies of facilities. Cost avoidance from penalties \$482,792.

### **Year Two 2010-2011**

It is the opinion of the RPC that any savings from improved efficiencies and operating procedures will be needed to address CBA, legal fees and technology integration. Cost avoidance from penalties \$482,792 (estimate).

### **Year Three 2011-2012**

It is the opinion of the RPC that any savings realized from regionalization of four districts will be needed to sustain quality educational opportunities for all students and staff. Cost avoidance from penalties \$482,792 (estimate).

Total: Cost avoidance/containment from three years of penalties \$1,448,377 (estimate).

The Committee has been advised that the annual State penalty for failure to reorganize will be \$482,792 for the four school districts, as is explained in **Exhibit 12**. The Committee anticipates that the amount of the annual penalty will increase as the districts' property values increase.

## **13. Such Other Matters as the Governing Bodies of the School Administrative Units in Existence on the Effective Date of this Chapter may Determine to be Necessary**

None at this time.

### **13-A. Plans to Reorganize Administration, Transportation, Building and Maintenance and Special Education**

For the reasons stated in Section 12, the Plan does not submit plans to reorganize administration, transportation, building and maintenance, special education costs and identify cost savings. Such plans are to be included in the analysis completed by the RSU Transition Committee as described in Sections 9 and 12.

### **13-B. Cost Sharing in the Regional School Unit**

To ensure that the sharing of costs of additional local funding of the KIDS is equitable, the District shall apply the following cost-sharing provisions:

1. **Cost-sharing Formula:** Each member municipality will be responsible for its required local contribution towards the cost of Essential Programs and Services. Any additional local funds shall be shared by the member municipalities in accordance with the valuation of the member municipalities for the prior calendar year.

### **13-C. Election of initial board of directors**

Within 30 days of the issuance of a certificate of organization for the KIDS by the State Board of Education, the members of the school boards of the Richmond, Dresden Monmouth School Departments and MSAD #16 shall conduct a joint meeting for the purpose of electing an interim secretary of the Kennebec Intra-District Schools (KIDS). The interim secretary shall notify the municipal officers of the member municipalities of the District of the date of the election. The election shall be conducted in accordance with Title 30-A Chapter 121 of the Maine Revised Statutes, as amended by Section 1473(2) of Chapter 103-A of Title 20-A of the Maine Revised Statutes, except that the election duties of the secretary and board of directors of the KIDS shall be performed by the interim secretary. The duties of the interim secretary shall include:

- 1) notification of the municipal officers of the date of the election;
- 2) furnishing nomination papers at least 10 days before the deadline for filing nomination papers;
- 3) receipt of completed nomination papers in accordance with 20-A M.R.S.A. §1473;
- 4) preparation and distribution of election ballots in accordance with 20-A M.R.S.A. §1473;
- 5) receipt of town clerk's certification of the results of the voting in each member municipality;
- 6) tabulation of the town clerk's certification of the results of the voting in each municipality;
- 7) accepting any recount petitions that may be filed pursuant to 20-A M.R.S.A. §1473; and
- 8) totaling the votes cast for each candidate and notifying the clerks in each municipality, the candidates, and the Commissioner of Education of the final results of the voting and the names and addresses of the persons elected as directors.

In accordance with 20-A M.R.S.A. § 1473(1), the clerk of each municipality within the KIDS shall forward the name(s) and address of the director(s) elected to represent that municipality to the State Board of Education with such other data with regard to their election as the State Board of Education may

require. On receipt of the names and addresses of all of the directors, the State Board of Education shall set a time, place and date for the first meeting of the directors and give notice to the directors in writing, sent by registered or certified mail, return receipt requested, to the address provided by the municipalities.

### **13-D. Tuition Contracts and School Choice**

1. **Tuition Contracts:** The tuition contracts in existence as of the date of this Plan are listed in **Exhibit 13-D.1**. Each of the listed tuition contracts will be assumed by the KIDS unless terminated prior to the District's operational date.

2. **School Choice:** To the extent required by law, certain Dresden high school students have limited choice as provided in Exhibit 13-D.2. No other students have school choice.

### **13-E. Claims and Insurance**

The parties are aware of the lawsuits, administrative complaints, due process proceedings, notices of claim and other claims existing as of November 28, 2007, as listed in **Exhibit 13-E**.

### **13-F. Vote to submit Reorganization Plan to the Commissioner of Education.**

The Richmond, Dresden, Monmouth and MSAD #16 School Boards have each approved by majority vote the submission of this school reorganization Plan prepared by the Richmond Dresden and Monmouth School Departments and MSAD #16 Reorganization Planning Committee pursuant to Section XXXX-36(5)(M) of Title 20-A M.R.S.A., to reorganize into a regional school unit with an operational date of July 1, 2009, and have authorized and directed their Superintendents of Schools to submit the school Reorganization Plan to the Commissioner of Education, as documented in **Exhibits 13-F.1 and 13-F.2**

Exhibit 13-F.1 will be the RPC Minutes of the vote to approve the Plan

Exhibit 13-F.2 will be the Minutes from each School Board (4) approving this plan

### **14. Amendment to the RSU Plan.**

Upon adoption of the plan by a majority of the voters of the member school administrative units of the RSU, any amendment to the Plan shall require approval by the majority of the voters in the RSU, except that any amendment to Sections 13-B.1 of the Plan shall require approval by at least two-thirds (2/3rds) of those voting in the RSU. Although amendments to the Plan may be submitted for a vote at any time, the RSU Board shall conduct a comprehensive review of the Plan in the third (3<sup>rd</sup>) year of the RSU's operation, to determine if any amendments are appropriate.

### **15. Provisions of this Plan.**

Provisions of this plan that are described as "recommendations" shall not be binding on the RSU Board, but the Board is encouraged to give them careful consideration.

The Regional Planning Committee reserves the right to revise this Plan if the school consolidation statute is amended before the Plan is submitted to the voters at referendum.



**Exhibit 5-A**

The following real property interests and associated fixtures shall not be transferred:

<u>Name of SAU</u>	<u>Description of Excluded Property</u>
Richmond	Houdlette Field, and National Parks land areas of Tennis Court, Skateboard Park and MS Basketball Court

Additionally access to the public land adjacent to MS/HS property will require a "right of way".

Monmouth – No Exclusions  
Dresden – No Exclusions  
MSAD #16 – No Exclusions

**Personal Property Exclusions**

**None**

All tangible school personal property will become the property of the KIDS RSU.

Balance Owed with Team Hall-Dale Donations												
	1989D	1990D	1999B	ES Construction	Team Hall-Dale	HS Reno	HS Add'l*	Total By Year	MSAD # 16	Team Hall-Dale	Balance MSAD 16	State Pay'ts
2009-2010	\$206,741.24	\$5,806.50	\$71,548.40	\$910,013.61	(\$48,532.37)	\$88,804.60	\$101,973.00	\$1,336,354.98	\$333,204.16	(\$48,532.37)	\$249,727.78	\$1,086,627.19
2010-2011		\$5,600.00		\$889,081.73	(\$47,416.03)	\$88,804.60	\$98,834.00	\$1,034,904.30	\$240,654.63	(\$47,416.03)	\$158,294.60	\$876,609.70
2011-2012				\$862,916.88	(\$46,020.61)	\$88,804.60	\$95,738.00	\$1,001,439.87	\$230,563.21	(\$46,020.61)	\$149,599.60	\$851,840.27
2012-2013				\$836,752.03	(\$44,625.19)	\$88,804.60	\$92,556.00	\$973,487.44	\$225,985.79	(\$44,625.19)	\$146,416.60	\$827,070.84
2013-2014				\$810,587.18	(\$43,229.76)	\$88,804.60	\$89,417.00	\$945,579.02	\$221,451.38	(\$43,229.76)	\$143,277.60	\$802,301.42
2014-2015				\$784,422.33	(\$41,834.33)	\$88,804.60	\$86,278.00	\$917,670.60	\$216,916.93	(\$41,834.33)	\$140,138.60	\$777,532.00
2015-2016				\$758,257.48	(\$40,438.91)	\$88,804.60	\$83,147.60	\$889,770.77	\$212,331.11	(\$40,438.91)	\$137,008.20	\$752,762.57
2016-2017				\$732,092.63	(\$39,043.49)	\$88,804.60		\$781,853.74	\$127,848.09	(\$39,043.49)	\$88,804.60	\$693,048.14
2017-2018				\$705,927.78	(\$37,648.07)			\$668,279.71	\$37,648.07	(\$37,648.07)	\$0.00	\$668,279.71
2018-2019				\$679,762.93	(\$4,795.89)			\$674,967.04	\$36,252.64	(\$4,795.89)	\$31,456.75	\$643,510.29
2019-2020				\$663,598.08				\$653,598.08	\$34,857.21		\$34,857.21	\$618,740.87
2020-2021				\$627,433.23				\$627,433.23	\$33,461.79		\$33,461.79	\$593,971.44
2021-2022				\$601,268.38				\$601,268.38	\$32,068.37		\$32,068.37	\$569,202.01
2022-2023				\$579,290.89				\$579,290.89	\$30,895.21		\$30,895.21	\$548,395.68
2023-2024				\$562,545.35				\$562,545.35	\$30,002.14		\$30,002.14	\$532,543.21
2024-2025				\$546,846.41				\$546,846.41	\$29,165.89		\$29,165.89	\$517,680.52
2025-2026				\$531,147.47				\$531,147.47	\$28,328.63		\$28,328.63	\$502,818.84
Totals	\$206,741.24	\$11,406.50	\$71,548.40	\$12,071,944.39	(\$393,584.65)	\$710,436.80	\$647,943.60	\$13,326,436.28	\$2,101,693.23	(\$393,584.65)	\$1,463,500.58	\$11,862,935.70
State Pay'ts	\$190,201.94	\$0.00	\$0.00	\$11,428,125.76		\$0.00	\$244,608.00	\$11,862,935.70				
MSAD # 16	\$16,539.30	\$11,406.50	\$71,548.40	\$643,818.63	(\$393,584.65)	\$710,436.80	\$403,335.60	\$1,463,500.58				
Totals	\$206,741.24	\$11,406.50	\$71,548.40	\$12,071,944.39	(\$393,584.65)	\$710,436.80	\$647,943.60	\$13,326,436.28				
				* HS Add'l \$34,944.00 per year paid by State								
				1989D: State 92%, Hall-Dale 8%								

## Bonds, Notes and Lease Purchase Agreements Not Assumed

	Debt Payments	Rec'd Team Hall-Date	Balance	Promise Balance
Original Promise Amt				\$558,000.00
Deposit				
5/31/06 (05-06)	\$12,545.49	\$175,000.00	\$162,454.51	
6/30/07 (06-07)	\$51,916.28		\$110,538.23	
Deposit				
07-08 payment	\$50,583.65	\$40,000.00	\$150,538.23	
08-09 payment	\$49,369.63		\$99,954.58	
			\$50,584.95	
Sub Totals		\$215,000.00	\$50,584.95	\$393,584.95
09-10 payment	\$48,532.67			\$345,052.28
10-11 payment	\$47,416.03			\$297,636.25
11-12 payment	\$46,020.61			\$251,615.64
12-13 payment	\$44,625.19			\$206,990.45
13-14 payment	\$43,229.76			\$163,760.69
14-15 payment	\$41,834.33			\$121,926.36
15-16 payment	\$40,438.91			\$81,487.45
16-17 payment	\$39,043.49			\$42,443.96
17-18 payment	\$37,648.07			\$4,795.89
18-19 partial payment	\$4,795.89			\$0.00
Balance Unpaid MSAD # 16 ES debt (2018-2019 thru 2025-2026)	\$250,233.68			

**Capital Project Dept**

**None**

**New Capital Project Dept that the KIDS RSU will Not Assume**

**None**

**List of individual employment contracts**

## Exhibit 7A

Each of those listed has an individual contract that outlines more specifics (pay, retirement, etc.).

**Richmond School Department**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Superintendent (50%)	Martha Witham	6/30/2011
Marcia Buker School Principal	Debra Soule	8/14/2009
Richmond Middle School Principal	Ralph Peterson	8/14/2009
Richmond High School Principal	Debra Fisk	8/14/2009
Director of Special Education	Sue Hunt	6/30/2009

**Other Individual Contracts**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Director of Information Services	None	
Director of Transportation	None	
Director of Food Services	None	
Business Manager	Sherry Moody	6/30/2008

**Dresden School Department**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Superintendent (50%)	Rick Cote	6/30/2009
Dresden Elementary School Principal (50%)	Rick Cote	6/30/2010 (08-09 50%, 09-10 100%)
Director of Special Education K-5 (50%)	Karen Fessenden	6/30/2008
Director of Special Education 9-12	Brenda Joseph	6/30/2008

**Other Individual Contracts**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Director of Food Services	None	

**Monmouth School Department**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Superintendent (interim 40%)	Leon Duff	
Henry Cottrell School Principal	Deborah Emery	6/30/2009
Monmouth Middle School Principal	Steve Philbrook	6/30/2009
Monmouth Academy Principal	Mike Burnham	6/30/2009
Director of Special Education	Deborah Marshall	6/30/2009
Monmouth Academy Assistant Principal / 6-12 Athletic Director	Steve Ouellette	6/30/2009

**Other Individual Contracts**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Director of Information Services	Lisa Cooper	6/30/2008
Director of Transportation	None	
Director of Food Services (20%)	Roberta Kemp	6/30/2009
Business Secretary	Patty Bodge	6/30/2009
Central Office Support Secretary (50%)	Roberta Kemp	6/30/2008
Technology Technician	Danielle Kahl	6/30/2008

**MSAD #16**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Superintendent	Donald Siviski	6/30/2011
Hall-Dale Elementary Principal	Christine Chamberlain	6/30/2010
Hall-Dale Middle School Principal	Steve Lavoie	6/30/2010
Hall-Dale High School Principal	Steve MacDougall	6/30/2008
Director of Special Education	Brenda Joseph	6/30/2008

**Other Individual Contracts**

<b>Position</b>	<b>Incumbent</b>	<b>Contract Expiration</b>
Director of Buildings & Grounds	Gordon Murray	6/30/2010
Director of Information Services	John Armentrout	6/30/2010
Asst. Director of Info. Services	Donald Potter	6/30/2010
Director of Food Services	Betty Stevenson	6/30/2010
Athletic Director (HS)	Tim Johnson	6/30/2009
Administrative Asst.	Susan Corbett	6/30/2010
Business Mgr	Vicki Raymond	6/30/2010
Bookkeeper	Peggy Berube	6/30/2010



**A list of all employees who do not have written individual employment contracts**

List includes employees who work on an at-will basis, who are not covered by an individual contract or collective bargaining agreement. All hourly-paid employees:

**Richmond**

Superintendent's Office  
None  
District  
Custodians  
Bus Drivers  
Head Custodians  
Food Service Works

**Dresden**

Superintendent's Office  
Superintendent Secretary 40%  
District  
Ed Techs  
Food Service  
Van Driver  
Custodial  
Secretary

**Monmouth**

Superintendent's Office  
None  
District  
Special Ed Drivers

**MSAD #16**

Superintendent's Office  
None  
District:  
Recess Duty Aide  
Special Ed. Drivers  
Interoffice Mail Delivery

## List of all school collective bargaining agreements:

SAU	Positions Included in Bargaining Unit	Next Termination Date
MSAD #16	Teachers, nurses	2008
MSAD #16	School Adm. Secretaries, School Secretaries and Spec. Ed. Secretary	2009
MSAD #16	Ed. techs., custodians, food service, library/media techs., study hall monitor	2009
Dresden	Teachers	2008
Monmouth	Teachers, nurses	2009
Monmouth	Administrative assistants	2008
Monmouth	Educational technicians	2008
Monmouth	School bus drivers	2009
Richmond	All certified professional employees	2011
Richmond	Ed. tech. I, II, & III, School secretaries	2008

## Penalties for Failure to Reorganize

Maine Department of Education

4/7/2008 2:05 PM

## Penalty Estimate for the following:

	2007 State Valuation	2007 CYA Pupils	2007 Weighted Pupils	2007 Total Pupils	53.86% = 0.20 mills	Sys. Adm. \$105 per pupil	Total ESTIMATED Penalty
Dresden	129,050,000	258.5	25.7	264.2	25,810.00	\$29,843.10	55,653.10
Monmouth	308,200,000	787.6	69.5	857.0	61,640.00	\$89,981.85	151,621.85
Richmond	235,300,000	566.0	69.2	635.2	47,260.00	\$66,699.15	113,959.15
SAD #18	349,900,000	791.0	81.2	872.2	69,080.00	\$91,578.38	161,558.38
Total	1,023,450,000	2,403.0	245.6	2648.6	204,690.00	278,102.48	482,792.48

KIDSestPenalty.xls

**Tuition Contracts**

<b>SAU</b>	<b>Other Party</b>	<b>Description</b>	<b>Termination Date</b>
Dresden School Dept	MSAD#16	For all Dresden students in grades 6-8	June 30, 2014

**School Choice**

The KIDS RSU will honor the existing contracts as described below:

<b>SAU</b>	<b>Description</b>
Dresden School Dept	85% of the students 9-12 attend MSAD 16 and 15% may choose to attend any secondary school approved for tuition purposes. Dresden School Dept. pays the MSAD 16 rate tuition for each student.

**Claims and Insurance**

Claims have been reported to the RPC as listed below:

Dresden:	None
Monmouth:	One pending claim has been reported to the RPC.
Richmond:	None
Sad#16:	None

Minutes from Regional Planning Committee meeting approving this plan

**KIDS Kennebec Intra-District Schools  
Regional Planning Committee  
March 12, 2008 5:00 P.M.  
Richmond High School**

Present: Chairman O'Neil LaPlante, Vice-Chairman Mike Rogers, John Armentrout, Mary Gleason, Seth Goodall, Sherry Moody, David Lyal, John Ottum

Also attending: Gary Getchell, Patty Bodge, Steve Philbrook, Mike Burnham, Leon Duff, Rick Cote, Martha Witham, Deb Marshall, Jake Clockedile, Don Siviski

Absent: Nancy Jodoin, Jim Grandahl, Doug Ludewig, Don Averill, Cindy McPherson, Michael Loisel

1. Chairman O'Neil LaPlant declared a quorum and called the meeting to order at 5:18 P.M.

2. Vice-Chairman Mike Rogers motioned to accept the minutes of the KIDS-RPC meeting of 3/6/08. John Armentrout seconded the motion. Voted in favor unanimously.

3. Adjustments to Agenda      None

4. Public Comment on Agenda Items      None

5. New Business

5.1 Review of hypothetical \$24,000,000 budget FY'10. Given the multiple variables of property value, mill rate, balance forward and expenditures within four different SAU's a hypothetical spreadsheet will be developed for discussion purposes only.

5.2 The Chair and Secretary will propose a calendar of meetings for the RPC in April and Transition Team in May to prepare for the public hearings prior to the June 10<sup>th</sup> referendum.

6. Old Business

6.1 Edit reorganizational plan. John Ottum motioned to accept the reorganizational plan for the Kennebec Intra-District Schools as amended. Mary Gleason seconded the motion. Voted in favor Unanimously.

7. Committee Reports

Pe/R Don Siviski reported that the bulk mailing to nearly 15,000 residents in the KIDS-RSU cost \$2523 for paper, copying, folding, postage and labor.

8. Chair Reports     None

9. Future Agenda Topics     None

10. Adjournment

Seth Goodall motioned to adjourn at 6:55 P.M.

Mike Rogers seconded the motion

Voted in favor unanimously



Minutes from each school board approving this plan

## **RICHMOND SCHOOL COMMITTEE**

March 26, 2008

7:00 PM

**MEDIA CENTER AV ROOM**

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### **MINUTES**

**\*\*\*Executive Session with REA to begin at 6:00 p.m.\*\*\***

Present: P. Vickery, M. Pearson, C. Hurley, M. Witham, S. Moody, D. Coughlin, L. Cooper, T. Kendrick, M. Simpson

P. Vickery made a motion to enter Executive Session for the purpose of continuing negotiations with the REA. Motion was seconded by C. Hurley Vote =3-0

IN: 6:00 pm OUT: 6:57 pm

### **REGULAR MEETING**

Present: Mark Pearson, Cindy Hurley, Peter Vickery, O'Neil LaPlante

Also: Martha Witham, Sherry Moody, Sue Hunt, Deb Fisk, Deb Soule, Ralph Peterson, Betsy Noble, Clancy, Jim Goodall, Mike Johnson, Katie Spear, Andy Alexander, Dan Dunton, Bob Hurley

#### **1) OPENING**

- a. Call to order by O'Neil LaPlante at 7:02 pm
- b. Pledge of Allegiance

#### **1. Adjustments to the Agenda- Vote to eliminate Title I Ed Tech position 6a.**

Motion: P. Vickery 2<sup>nd</sup>: C. Hurley 4-0

#### **2) APPROVAL OF MINUTES**

- a. Minutes of March 19, 2008
- Minutes were not available for the meeting.

#### **3) COMMUNICATIONS- none**

#### **4) INFORMATIONAL ITEMS**

A. Update on Special Services Collaborative Plan- The superintendent distributed information regarding the KIDS RSU Special Education Collaborative. An estimate of costs and cost sharing was also distributed. The Committee will add this to the next agenda for a vote.

**5) UNFINISHED BUSINESS**

A. RSU Plan Discussion & Possible Vote- Superintendent distributed financial information regarding the RSU

Motion to approve the RSU plan as amended and recommended by legal council was made by P. Vickery Second: C. Hurley Vote 4-0

B. Continuing budget review- System Administration; School Administration; Debt Service; Food Services; Adult Education; Transportation; Maintenance; Minor Capital Improvements

These sections of the budget were discussed. Of particular interest, what to do about the air exchange unit for RHS/RMS..est. cost = \$206,000. The Committee asked the superintendent to get the cost of bonding for 5 and 10 years for the air exchange unit.

Discussion of suggested cuts: Which cuts to include in Draft #2 of the budget ??- all but summer school and library ed tech.

**6) NEW BUSINESS**

A. Vote to eliminate the Title I Ed Tech position at RMS. Motion to eliminate this position was made by P. Vickery, seconded by C. Hurley Vote 4-0

**7) PUBLIC COMMENT-none**

**8) REPORTS**

a. Superintendent's Report-none

b. Administrator Reports

Sherry- nothing

D. Fisk-spoke about the MELMAC grant. RHS had received a \$5000 planning grant and is now ready to submit the grant for \$10,000 a year for three years.

S. Hunt- nothing

D. Soule- DI spaghetti supper to be held this weekend. MBS students attended the "Taking Panes" display at the Ames Mill.

R. Peterson- up date on a possible 'emints' grant

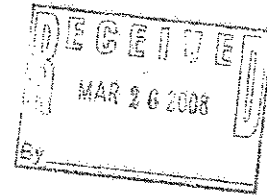
**9) ADJOURN**

Move to adjourn:

Motion: P. Vickery Second: C. Hurley Vote: 4-0

Time: 9:12 pm

DRESDEN SCHOOL COMMITTEE  
SPECIAL MEETING  
TUESDAY, MARCH 25, 2008  
DRESDEN ELEMENTARY SCHOOL



MINUTES

MEMBERS PRESENT:

Sherry Moody, William Matthews & Dorothy Small

OTHERS PRESENT:

Richard Cote, Superintendent/Principal

I CALL TO ORDER:

The meeting was called to order by Vice Chairperson Sherry Moody at 6:02pm.

II NEW BUSINESS:

I Approval of KIDS Reorganization Plan

A motion was made by Sherry Moody and seconded by Dorothy Small to approve the Kennebec Intra-District Schools Reorganization Plan.

Motion passed 3 - 0

II Next Meeting

Budget Workshop, Thursday, April 3, 2008 at 6:00pm

Regular April Meeting, Tuesday, April 15, 2008 at 6:00pm

III ADJOURNMENT:

A motion was made by Dorothy Small and seconded by William Matthews to adjourn at 6:50pm.

Motion passed 3 - 0

Respectfully Submitted:

A handwritten signature in dark ink, appearing to read "R. Cote", written over a horizontal line.

Richard R. Cote  
Superintendent of Schools

**MONMOUTH SCHOOL DEPARTMENT  
SCHOOL COMMITTEE MEETING MINUTES  
WEDNESDAY – MARCH 19, 2008 – 5:30**

**Attendance:** Doug Beck  
Richard Howard  
Tracey Woodman  
Catherine Squires  
Mike Rogers

Debora Marshall  
Deborah Emery (5:48pm)  
Patricia Bodge

**Absent:** Michael Burnham  
Stephan Ouellette  
Stephen Philbrook

1. **CALL TO ORDER** – Mike Rogers, Chair called meeting to order at 5:40pm
2. **ADJUSTMENTS TO AGENDA** –
  - Recommendation to approve an amount to the town for the adult ed. program of \$16,346.00 (Motion Howard – Second Woodman) Motion withdrawn (Howard)
3. **APPROVAL OF REGIONALIZATION PLAN FOR STATE SUBMISSION-**
  - Recommendation to approve regionalization plan for state submission as a working document given the constraints of the RPC in the development of a new organization. (Motion Howard – Second Beck) vote 5-0-0; passed.
4. **DISCUSSION OF POWER POINT – SCHOOL CONSOLIDATION**
  - Next regular School Committee April Meeting – Wednesday, April 2, 2008 -5:30pm at Monmouth Academy
  - Motion to adjourn meeting (Motion Howard – Second Woodman) vote 5-0. Meeting adjourned 6:18pm

**IMMEDIATELY FOLLOWING MEETING:**

**BUDGET WORKSHOP**

**MAINE SCHOOL ADMINISTRATIVE DISTRICT NO. 16  
BOARD OF DIRECTORS  
MINUTES OF SPECIAL MEETING**

**DATE:** MARCH 26, 2008  
**PLACE:** HALL-DALE ELEMENTARY SCHOOL  
**TIME:** 5:30 PM

**MEMBERS PRESENT:** Chair Michaela Loisel, Director, Director Laura Harper, Director Jon Lambert, Director Pam Longfellow

**MEMBERS ABSENT:** Vice-Chair Linda Leet

**ALSO PRESENT:** Donald Siviski, Secretary [Superintendent of Schools]

**1.0 DECLARE A QUORUM / CALL TO ORDER**

Chair Michaela Loisel called the meeting to order at 5:32 p.m. and declared a quorum present.

**2.0 APPROVAL OF REGIONALIZATION PLAN FOR SUBMITTAL TO DOE**

Director Dan Shagoury **motioned** to approve the Regionalization Plan for submittal to the Department of Education. Director Laura Harper **seconded** the motion, **voted in favor 4-0** (Pam Longfellow abstaining).

**3.0 ADJOURNMENT**

Director Pam Longfellow **motioned** to adjourn the meeting at 5:56 p.m. Director Jon Lambert **seconded** the motion, **voted in favor unanimously**.

Respectively Submitted,

Donald L. Siviski  
Superintendent of Schools

DLS/src

**KIDS Kennebec Intra-District Schools**

**April 15, 2008 5:30 P.M.**

**Hall-Dale Elementary School**

**Present:** Chair O'Neil LaPlante, Vice-Chairman Mike Rogers, Nancy Jodoin, John Armentrout, John Ottum, David Lyal (Alt.), Gary Getchell, Pam Longfellow and Rich Howard (Alt.)

**Absent:** Michaela Loisel, Cindy McPherson, Doug Averill, Mary Gleason, Seth Goodall, Doug Ludewig, Jim Grandahl and Nadine Barnard

**Also attending:** Rick Cote, Martha Witham, Steve Philbrook, Mike Burnham, Don Siviski

1. Chairman O'Neil LaPlante declared a quorum and called the meeting to order at 5:43 P.M.
2. Rich Howard **motioned** to accept the minutes of the KIDS-RPC meeting of 3/31/08 and 4/9/08. David Lyal **seconded** the motion, **voted in favor unanimously**.
3. Adjustments to Agenda  
Item 6.2.b. deleted.
4. Public Comment on Agenda Items  
None
5. Old Business
  - 5.1 Drummond Woodsum MacMahon Law review of Reorganization Plan (4/8/08)
  - 5.2 DOE review of the Reorganization Plan (4/14/08)
6. New Business
  - 6.1 Recommendations for edits to Reorganization Plan  
Vice-Chair Mike Rogers **motioned** to accept the Plan as amended. John Ottum **seconded** the motion, **voted in favor unanimously**.
  - 6.2 Transition Team/RPC membership decisions and work focus
    - a. Item #12 from Plan
    - b. Item #13 A from Plan -- deleted
      1. Special Ed. Collaborative progress to date  
Martha Witham updated the RPC on the Special Education Collaborative of shared services for FY'09.
7. Committee Reports
  - 7.1 Public Education/Relations recommendation for Public Hearings  
Nancy Jodoin outlined some of the activities planned: mass mailing week of May 19<sup>th</sup>, radio/TV, newspaper, placards, new Powerpoint.

8. Chair Reports

Vice-Chair Mike Rogers outlined the activities Monmouth was pursuing and the flier that was distributed to residents.

9. Future Agenda Topics  
April 30<sup>th</sup> and May 14<sup>th</sup>

10. Adjournment

Vice-Chair Mike Rogers **motioned** to adjourn at 7:30 p.m. Gary Getchell **seconded** the motion, **voted in favor unanimously.**

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Donald L. Siviski", written in a cursive style.

Donald L. Siviski  
RPC Secretary



STATE OF MAINE  
DEPARTMENT OF EDUCATION  
23 STATE HOUSE STATION  
AUGUSTA, MAINE  
04333-0023

JOHN ELIAS BALDACCI  
GOVERNOR

SUSAN A. GENDRON  
COMMISSIONER

April 11, 2008

O'Neil LaPlante  
6 Alexander Reed Road  
Richmond, ME 04357

Dear Mr. LaPlante:

Thank you for the revised Reorganization Plan that you submitted on behalf of MSAD 16, Dresden School Department, Richmond School Department, and Monmouth School Department on March 28, 2008 for Department review for compliance with the school reorganization law, P.L. 2007, chapter 240, Part XXXX.

I recognize how much time, effort and thoughtful work is required to complete a reorganization plan and appreciate the efforts made, to date, by all those involved.

Members of my staff and I have reviewed the submission and offer the comments and notes listed below to assist you in completing the plan. If you make any substantive change(s) to any part of the plan beyond those listed below, please be sure to note those on the Updated Reorganization Plan Cover Sheet Checklist, along with notation of those items that have changed per the notes contained in this response.

**General Documentation (Submittal Sheet)**

- All information submitted as required.

**Checklist/Plan Text Items**

Items Checked "Complete"

With respect to the items you checked as "complete", please note the following:

*\* Required Elements*

13-B. Please amend the language in this section for consistency with 20-A MRSA, Section 1481. Since all member units of KIDS are at the mill rate



expectation, the method of cost-sharing results in the same percentage for each municipality as 100% State Valuation. If you have questions concerning this requirement, please email Karla Miller or Suzan Beaudoin at [karla.miller@maine.gov](mailto:karla.miller@maine.gov) or [suzan.beaudoin@maine.gov](mailto:suzan.beaudoin@maine.gov) for assistance.

Once the legislature addresses new provisions for cost-sharing, the cost-sharing section of this plan, as amended per the comment offered above, will be in compliance with the law.

Please adjust the figures listed on page 30 as "Penalties for Failure to Reorganize" to those listed on the enclosed document, the figures on which are based on current statute.

We will review all items on the checklist again, upon your completion of the plan.

*\* Parameters*

F. NOTE: If you have given an operational date of July 1, 2009 or later, see Cover Sheet, Footnote 6.

**SUBMISSION OF REVISIONS:**

Please provide the additional materials to complete your plan by June 13, 2008.  
Please include:

- Any additional data required
- An updated Submittal Page with Signatures
- An updated Cover Sheet Checklist
- A copy of this Response from the Commissioner.

I will respond no more than 14 days after the revisions/additional materials are refiled with the Department. As you are the contact person identified on the Submittal Sheet, this response is addressed to you but with the understanding that you will share it with your school administrative unit board members, RPC members and others involved with this Reorganization Plan.

Finally, what I am reviewing for approval is a plan (or a submission, if the plan is incomplete) which is by its very nature prospective, with steps yet to be taken or finalized; and any review comments or approval given are in relation to the elements required under P.L 2007, chapter 240, Part XXXX but not the legality of all the activities proposed. Thus, I strongly recommend that you have your own legal advisor(s) review the details of any particular transaction proposed in your plan (particularly with respect to the disposition of property, to debt, and to employee contracts/relations) as you proceed, to ensure the legality of the steps you'll be taking to implement the plan. If that review leads to any substantive changes in any parts of your plan, please be sure to submit an amended plan to the Department for our review and our file.

Again, my sincere thanks for your efforts.

Sincerely,

A handwritten signature in cursive script, reading "Susan A. Gendron". The signature is written in dark ink and is positioned above the printed name and title.

Susan A. Gendron  
Commissioner of Education

cc: Richard Cote, Superintendent, Dresden School Department  
Lee Duff, Superintendent, Monmouth School Department  
Donald Siviski, Superintendent, MSAD 16  
Martha Witham, Superintendent, Richmond School Department  
Bob Connors, Facilitator

## Penalty Estimate for the following:

	2007 State Valuation	2007 CYA Pupils	2007 Weighted Pupils	2007 Total Pupils	53.86% = 0.20 mills	Sys. Adm. \$105 per pupil	Total ESTIMATED Penalty
Dresden	129,050,000	258.5	25.7	284.2	25,810.00	\$29,843.10	55,653.10
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